

## **104 KAR 1:050. Standards and procedures for providing equal employment opportunities.**

RELATES TO: KRS 344.010-344.500, 344.990, 29 C.F.R. 1604.1-1604.4, 1604.6-1604.11, 1605.1-1605.3, 1606.1-1606.8, 1607.1-1607.16, 1630

STATUTORY AUTHORITY: KRS 344.190, 29 C.F.R. 1604.1-1604.11, 1605, 1607, 1630, 29 C.F.R. 1606

NECESSITY, FUNCTION, AND CONFORMITY: This administrative regulation establishes employment standards and procedures promulgated by the EEOC and enforced by the Kentucky Commission on Human Rights.

Section 1. Employment Discrimination Guidelines. In the determination of issues prohibiting employment discrimination the commission shall follow and enforce guidelines promulgated by the Equal Employment Opportunity Commission.

Section 2. Federal Regulations Adopted Without Change (1) The following federal regulations are adopted without change:

(a) "EEOC Guidelines on Discrimination Because of Religion (with Appendix A - Background Information): 29 CFR 1605.1 to 1605.3", 45 Federal Register 72612, October 31, 1980.

(b) "EEOC Guidelines on Sex Discrimination (with Appendix to Part 1604 - Questions and Answers on the Pregnancy Discrimination Act): 29 CFR 1604.1 to 1604.4 and 1604.6 to 1604.11", 37 Federal Register 6836, April 5, 1972 and 44 Federal Register 23805, April 20, 1979.

(c) "EEOC Uniform Guidelines on Employee Selection Procedure, 29 CFR 1607.1 to 1607.16", 43 Federal Register 38295, August 25, 1978.

(d) "EEOC Guidelines on Discrimination Because of National Origin, 29 CFR 1606.1 to 1606.8", 45 Federal Register 85635, December 29, 1980.

(e) "Equal Employment Opportunity for Individuals with Disabilities" with Interpretive Guidance on Title I of the Americans with Disabilities Act and the Final Rule and Regulations, 29 CFR 1630", 56 Federal Register 35725, July 26, 1992.

(2) The federal regulations may be inspected, copied or obtained:

(a) At the Office of the Kentucky Commission on Human Rights, The Heyburn Building, Suite 700, 332 West Broadway, Louisville, Kentucky 40202; or

(b) By calling:

1. (502) 595-4024;
2. (800) 292-5566;
3. (502) 595-4084 (TDD), for the hearing impaired;
4. Kentucky Relay Service, (800) 648-6056 (TTY/TDD).

(c) The material referred to in subsection (1)(e) of this section is also available in the following alternative formats directly from the office of the Americans with Disabilities Act at (202) 514-0301 (voice), (202) 514-0381 (TDD) or (202) 514-6193 (electronic bulletin board):

1. Large print;
2. Braille;
3. Electronic file on computer disk;
4. Audio-tape. (HR-5; 1 Ky.R. 239; eff. 1-8-75; Am. 2 Ky.R. 495; eff. 5-12-76; 7 Ky.R. 651; eff. 4-1-81; 18 Ky.R. 2869; 3186; eff. 4-14-92; 19 Ky.R. 2084; 2393; eff. 5-10-93; Crt eff. 1-29-2020.)